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**Morehouse Inclusive and Innovation Learning Academy:**

**Leading Innovative Solutions**

**Environmental Landscape and Background:**

The magnitude of change facing private, public, not-for-profit, and higher education institutions (HEIs) across the world has been driven by the following major drivers of change (1) political, economic, socio-demographic, and technology (PEST) trends and events, (2) globalization, and COVID most recently.

Thus, higher education leaders are facing enormous pressure to foster innovations as a means of (a) adapting their education systems to the reality of their changing environments, (b) excelling at their mission and vision, (c) carving out a competitive advantage in the higher education student market, and (d) sustaining long-term growth and success.

Fostering innovations in higher education consists of higher education leaders introducing and cultivating new education models or new ways of thinking into their HEIs that are representative of the reality of their changing environment.

Ultimately, the pressure to foster innovations in response to their changing environments has created the need for higher education leaders to effectively lead innovations or foster and sustain an innovative culture.

**Program Overview:**

This eight-week development series explores the fundamentals of innovation and Design Thinking, while empowering leaders with the tools to both lead and implement innovative ideas.

**Program Learning Objectives:**

Having completed this development series, participants will be able to:

1. Employ leadership practices and behaviors to foster a culture of innovation within their teams and organizations.
2. Adapt their leadership practices to different stages of the innovation process, from idea generation to implementation and scaling.
3. Recognize the value of innovation and the role it plays in driving organizational growth, impact, and sustainability.
4. Apply innovation methodology (Design Thinking) to generate, implement, and scale innovative solutions.
5. Recognize the importance of challenging and cultivating new mental models, embracing risk taking, and experimenting to continuously adapt and generate innovative solutions.
6. Manage the effective implementation of innovative solutions, using methods for measuring and evaluating progress and impact.

**Development Series Outline**

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| **Week 1** |
| **Topic****(Live Session)** | ***MIILA Leading Innovative Solutions Program Overview*** |
| **Learning Objectives** | At the completion of the Leading Innovation session, participants will be able to:* Recognize the significance of leadership to foster and sustain an innovative culture.
* Differentiate between leading and managing innovations.
* Identify and demonstrate the foundational practices in *Leading Innovation the MSM Way*.
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| **Required Assignments** | Readings: * Overview Presentation
* MSM Intellectual Property Policy (MSM Connect)

Videos:* “Welcome”
* “Introduction to LaunchPath”
* “Turn Your Idea into An Innovation Project”
* “How to Navigate Ethos”
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| Week 2 |
| **Topic** | ***Leading Innovation the MSM Way*** |
| **Learning Objectives** | At the completion of this session, participants will be able to:* Recognize the significance of leading an innovative culture at MSM.
* Identify leadership practices for leading an innovative culture at MSM.
* Create individual leadership development plans.
 |
| **Required Assignments** | Readings: * Ethos: Leadership in Higher Education (Ch 1 & 2 - PDF files)

Video:* “Leading Innovation the MSM Way”
* “Coaching to Support and Foster Innovation”
* "Spank Founder: My Dad Encouraged Me to Fail"

Assignments to Submit:* MSM Intellectual Property Policy Sign-Off (Launch Path)
* Leadership Personal Values Questions

**Due Date**Sunday by 11:30 PM Eastern Time |

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| Week 3 |
| **Live Session****Topic** | Reconnect Weeks 1 & 2/ Idea Discussion and Preparation for Next Phase***Transferring Ideas into Innovation*** |
| **Learning Objectives** | At the completion of this Leading Innovation session, participants will be able to:* Identify the steps of Design Thinking (innovation methodology.
* Recognize the importance of empathizing to uncover unmet needs, which lead to idea generation.
* Use innovation tools to empathize and select a creative solution.
 |
| **Required Assignments** | Readings: No assigned readings.Videos:* Ethos: “Transferring Ideas into Innovation”
* LaunchPath: Innovation Basics Lesson 2- “The Anatomy of Innovation”
* LaunchPath: Find a Good Idea Lesson 2 – “The Four Business Opportunity Search Zones”
* LaunchPath: Find a Good Idea Lesson 3 - “How to Find A Good Business Idea”

**Assignments to Submit:*** MSM Intellectual Property Policy Sign-Off (Launch Path)
* Submit a New Idea in LaunchPath
* Develop and Advance (Document) an Idea (Idea Canvas) in LaunchPath

Tools (For Reference Only):* Empathy Map (Define the Problem)
* Business Zones (Further Define the Problem)
* Idea Canvas (Document the Idea)

**Due Date**Sunday by 11:30 PM Eastern Time |

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| Week 4 |
| **Topic** | ***Ideation and Business Cases*** |
| **Learning Objectives** | At the completion of this session, participants will be able to:* Recognize the importance of a business case.
* Identify the key components of a compelling business case.
* Develop a business case.
 |
| **Required Assignments** | Readings: * MSM Intellectual Property Policy (MSM Connect)

Videos:* Ethos: “Ideation and Business Cases”
* LaunchPath: “Turn Ideas into Reality with Projects”

**Assignments to Submit:*** Advance idea in LaunchPath (Launch Project)
* Complete Step 2 of Develop the Business Case

**Due Date**Sunday by 11:30 PM Eastern TimeTools (For Reference Only):* Empathy Map
* Idea Canvas
* Business Zones
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| Week 5 |
| **Live Session****Topic** | Review of Idea Napkin and Development of Business Case***Prototyping and Testing*** |
| **Learning Objectives** | At the completion of this module, participants will be able to:* Develop a prototype or minimum viable product.
* Test and refine hypotheses to ensure solutions meet identified user needs.
* Evaluate and validate scalability.
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| **Required Assignments** | Videos:* Ethos: “Prototyping and Testing”
* LaunchPath: “What is a Market?”

**Due Date**Sunday by 11:30 PM Eastern Time |

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| Week 6 |
| **Live Session****Topic** | Reconnect and Discussion of Institutional Data and Evaluation SupportPreparation for Project Presentation***Develop and Manage Implementation Plan*** |
| **Learning Objectives** | At the completion of this session, participants will be able to:* Develop and manage the execution of the innovative solution.
* Monitor and control the results/outcomes of the solution to ensure user needs are being met.
* Identifying tools used to monitor and control results, outcomes and support decision making.
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| **Required Assignments** | **Due Date**Sunday by 11:30 PM Eastern Time |

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| Week 7 |
| **Topic** | Draft and Finalize Project Presentation |
| **Learning Objectives** | At the completion of this week, participants will be able to:* Generate power-point slide deck containing the following:
	+ Cover page
	+ Overview slide outlining presentation flow.
	+ How you empathized and generated a creative solution.
	+ Business Case
	+ MVP Minimum Viable Product
	+ Implementation work plan (Gant chart) and dashboard
	+ Describe leadership practices required for successful implementation of your project
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| **Required Assignments** | **Assignments to Submit:*** Upload Project Presentation shared folder provided by Innovation Team

**Due Date**Sunday by 11:30 PM Eastern Time |

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| Week 8 |
| **Topic** | Present Project Presentation and Celebration for Phase 3 |
| **Learning Objectives** | N/A |